

Plot 64 Ntinda Road
Kampala Uganda
Phone: 256-414- 288 295
E-mail:-notu@infocom.co.ug
Web:- www.notu.or.ug



National Organization of Trade Unions (NOTU)

Annual Report 2010



INFORMAL SECTOR LEADERS



Secretary General - Peter Christopher Werikhe
D. Secretary General - Oloka Mesilamu
Chairman General - Owere Usher Wilson
V. Chairman General- Kaggwa Stanley
Treasurer General - Nabulya Katende Sarah
D. Treasurer General- Mary Immaculate Mayende

Our Support Partners

- International Labour Organization
- LO-Norway
- LO-FTF (Denmark)
- FES-Uganda
- OATUU-Ghana
- EATUC-Arusha
- ITUC- Africa
- ITUCR



Our Vision

A leading trade union national centre with capacity to promote and defend workers interests in the country

Our Mission

Is to build a strong, service-oriented self-sustaining Labour Organization through the Management of viable affiliated unions and to achieve a dynamic employment environment facilitating the enactment and surveillance of acceptable labour laws/standards and employment policies for sustainable human and trade union rights of all working people of Uganda

Our Objectives;

NOTU constitutional objectives are also very clear and they run as follows;

- 1) To promote and safeguard the interest of all registered labour unions affiliated to it and the welfare of workers in Uganda
- 2) To assist such labour union to find practical solutions to problems of organisation and administration
- 3) To settle disputes concerning representation and demarcation matters
- 4) To encourage the development of strong unified and viable unions in Uganda and to establish sound industrial relations
- 5) To give legal advise and assistance to its affiliates
- 6) To promote social and economic benefits to its members
- 7) To operate and promote, aid and encourage the establishment of cooperative and the economic institutions owned wholly or partly by workers, affiliated unions or NOTU on their benefit

FROM THE SECRETARY GENERAL

Once again, I am extremely pleased to write the foreword to Annual Report. Since NOTU'S inception, the need for trade unions to make the right choices has become even more pressing. We all need to work towards embedding sustainable development thinking at all levels of our society so that it becomes natural to reflect on development as the guiding principles of trade union movement in all our policies.



Last year 2010, NOTU achieved considerable progress in all our program areas. We were able to develop capacity in the areas of HIV& aids, Worst forms of Child labor, Social security and protection for the nation, Strategic planning for our affiliate members the NOTU Youth programs Occupational Health & Safety , and also developed a good understanding of the Decent work place agenda -DWCP

The informal sector is, of course, on our labor movement development agenda, and we will continue to work towards tackling issues organizing of Informal sector labour force. During the 4-5 next years our strategies have earmarked a wider area, than before, for us to be able to serve our members better, and there are also several ways in which I would like to see us collectively driving progress.

At both the local and international level we need to review in the way we generate and use resources. We also need to have a better understanding of the changes in the world of work, and how we can contribute to natural resource protection. We need to build better link between economic growth at work place and member (workers) growth with a view of achieving sustainable consumption and production.

All actions must start locally however, and we need to continue to create labour movement which embodies the principles of sustainable development. It is our desire to give our members more knowledge, power and say in the decisions that affect them, after all, individual members development is a motivating influence in creating trade unions

. As NOTU we will further build on our preferred style of working with and through our affiliate members and the trade unions development will be important here.

As well as my role as Secretary General, I am keen that, all affiliate members practice good governance principles, and to also share best practice within the wider region of East Africa.

May I finish by congratulating all trade unions members for having participated on concluded the last General elections, which process started around October 2010. Congratulations to all our newly elected leaders and our workers representatives to the national parliament. I also take this opportunity to thank all the Members for our national secretariat & the technical working team who have done a very committed job throughout the year. Their efforts, team, are helping deliver tangible action for trade unions and the labour movement in general

Peter C, Werikhe
SECRETARY GENERAL

NATIONAL ORGANSATION OF TRADE UNIONS-NOTU.

Achievements in Programs & Annual Events

The summary

Overall there was considerable progress of our goals in line with organizing and recruitment. We also partially improved our income from subscription as a result of improvement in union membership and the introduction of proportionate representation. This encouraged the unions to declare their actual membership leading to increment in subscription to NOTU.

In the area of education and training, we organized many seminars as presented on table below. Special emphasis was placed on sensitization of the members on HIV/AIDS to which several sensitization programmes were conducted. However, sensitization programs on the trade union rights and workers rights at workplaces were organized to ensure rank and file members are trained. The period has also witnessed improved attitude of government towards trade unions. This is manifested by the reinstatement of the industrial court, the representation of the workers on the NSSF board, the representation of the workers on the immigration board, the appointment of NOTU members as court panelist in the industrial court, the representation of workers in parliament, the invitation of NOTU to participate in the formulation of all the policies affecting the workers such as employment Regulations, Minimum Wage Policy, Employment Policy, representations and other related Policies.

Administratively NOTU has approved the terms and conditions of service for its staff. It has also recruited the Director of research, Women and youth who are fulltime staff and will ensure continuity of all the NOTU activities. NOTU also started training program, it gets fresh graduate who are put understudy of the senior staff. This promotes continuity as the offices can no longer completely be vacant as a result of the loss of a senior employee.

Regarding the technical cooperation NOTU attended many capacity building workshops which helped its staff to improve on their trade union related skills. NOTU has also encouraged its affiliates to negotiate with employers to extend collective Bargaining Agreement to cover casual and other temporary workers. The efforts have succeeded to a large extent among affiliates that organize in the construction and security sectors. In the same line employers have been persuaded to include articles related to HIV/AIDS in the CBAs Report from the Treasurer General indicates that there is some improvement in the Union remitting regular subscription to NOTU

However as a result of vigorous organizing campaigns, we have registered a lot of intimidation by the government, the employers and police force . This was witnessed when the General Secretary Horticultural union was arrested. We still commit our shelves to have our goals clear, and also to represent our members

3.1 . Organizing and Recruitment.

In 2010 NOTU through the support of Lo-Norway organized organizing and recruitment activities for its affiliated unions. These activities improved NOTU membership from 167,409 – 192,373 representation as indicated in the baseline survey report. However we experienced some challenges when conducting organizing and recruitment activities among which are;

- Resistance from the employers, such as what happened in Kibimba Rice scheme and Record TV.
- Political interference i.e. the arrest of the General Secretary Horticultural Union and many other members as a result of joining the union.

3.2 Signing CBAs and Recognition agreements

NOTU has achieved much success in the area of signing the CBAs and Recognition Agreements. After long discussions, two general CBAs have been signed as indicated on the table below. The signing of these two general CBAs boosted the recruitment drive of these two unions. This is because the same CBAs are being used in different firms in flower and fish industry respectively.

The table representing the CBAs signed in 2010

	Union	Company/Organization	Date/month of signing
1	Uganda Fisheries and Allied Workers Union	Uganda Fish Processors and Exporters Association	September 2010
2	Uganda Horticultural and Allied workers Union	Uganda Flower Exporters Association	August 2010

Recognition agreements

NOTU Affiliates have continued to look for and discover workers places which are not yet unionized. As result recognition agreements have been signed and some still under discussion as indicated on the table below.

The table representing the recognitions signed and those under process.

	Union	Company/Organisation	Date/month of signing
1	National Union of Educational Institutions	Nkumba University	November 2010
2	Uganda Horticultural and Allied workers Union	<ul style="list-style-type: none">• Pearl flowers limited• Rose Bud Uganda Ltd	August 2010 March 2010
3	Uganda Beverage Tobacco and Allied Workers Union	Bidicco Uganda Limited	November 2010
Recognition agreements under process			
1	Uganda Media Union	Record Television	
2	Uganda horticultural and allied workers union	<ul style="list-style-type: none">• Kibimba Rice Scheme• Fresh handling Uganda Ltd• Melisa Flowers Ltd	

3	NOTU/ITUC three days National Workshop on Organizing for NOTU and its affiliates Jokas Hotel Bweyogere-Kampala from 14th -17th march 2010)	To develop an Action Plan by the participants and to strengthen the affiliates of NOTU by an elaborate approach on organizing, increase awareness on the need for a systematic approach on organizing and to develop the skills to prepare an organizing campaign.	NOTU Organizing action plan for three years was designed to cover all the affiliates, women and the youth. 30 organizers from NOTU affiliated unions were trained in systematic approach to training and how to develop and prepare organizing campaigns.	ITUC Africa
4	NOTU/FES retreat for the Top Trade Union Leaders at Royal Impala Hotel Munyonyo 16 th – 19 may 2010	To review the NOTU organizational structure	The retreat was attended by all NOTU top leadership. The structure was reviewed and a committee was put in place to further improve the structure and the report from the committee was presented to NOTU on 17 th Nov/ 2010	FES
5	EATUC/FES conference on social security and protection in EAC Kampala Uganda 27 th – 29 th May 2010.	To harmonize the social security system in East Africa.	The social Charter was developed and some articles of the Charter was included in the East African Common Market protocol	FES
6	NOTU TUC HIV/AIDS evaluation workshop 26 th – 29 th June 2010	To conduct an internal evaluation on HIV/AIDS workplace activities.	The workshop attracted 30 participants and among which were workers living with HIV/AIDs. An evaluation report was written and submitted to TUC London.	TUC LONDON
7	NOTU/FES 5 th – 8 th July 2010 seminar on youth and	To develop a NOTU youth manifesto which would be	The workshop was attended by 35 youth and a draft NOTU youth manifesto was	FES



employment in Uganda.	incorporated in the National Youth Manifesto	developed. Some of the sections of the manifesto have been incorporated in the National Youth Manifesto.
8 NOTU LOFTF master training of trainers 13 th - 17 th September 2010 Maria Flo. Hotel Kampala	To further develop the NOTU trainers to be able to handle training programs at different levels of the trade union ranks.	10 trainers were selected and trained in LO/FTF advanced training skills. The trained trainers were evaluated and awarded certificates. The trained advanced trainers are ready to conduct TOTs in the affiliated unions a program to be funded by LO/FTF.
9 NOTU/FES workshop on advocacy strategy development process and networking. at royal impala hotel Munyonyo 21-22 October 2010	To develop an advocacy and lobbying strategy for the National Organisation of Trade Unions (NOTU).	From the meeting a draft advocacy strategy FES was developed. The fair draft was submitted to NOTU secretariat copied to FES and a awaiting the approval of the Central Governing council. Some activities suggested in the advocacy strategy have been incorporated in the NOTU strategic plan
1 NOTU/LO/FTF Labour Law 0 Training Course	To equip the NOTU trainers with the understanding of the Uganda new labour laws.	26 trainers were trained in the labour laws, LO/FTF the workshop attracted potential facilitator among whom were the former labour commission Dr. Ogramu and the Current Labour Commissioner Mr. Ojja Ndira.
1 NOTU/ITUC Africa informal sector leaders training on social security protection	To sensitize the informal sector leaders on the existing social protection arrangement and how they can benefit from them.	22 selected leaders from the informal sector ITUC Africa were trained in aspects of social security & protection. A committee was established to sensitize the informal sector workers on the



To establish links with the informal sector leaders in the quest to organize informal sector workers to join unions.

importance of belonging to the unions. The priorities for the informal sector workers were established. These priorities are now incorporated in the NOTU priorities for 2011 to ensure that we bring the informal sector workers on board.

Workplace Training Activities

- | | | | |
|----|--|---|--|
| 12 | NOTU/LOFTF
Workplace training on the workers and the trade union rights | To train the workers on their rights at workplaces.
To reduce on the exploitation of the employers to the employees resulting out of the ignorance of the workers on their rights. | 800 workers have been trained about LO/FTF their rights in 80 workplaces. The project is still ongoing. By the end of this project we expect all the rank and file members trained in their trade union and employment rights. |
| 13 | NOTU/TUC HIV/AIDS
Workplace Activities | To equip the rank and file members with HIV/AIDS mitigation and control measures and skills. | 500 rank and file members were trained in the ways to control and mitigate the spread of HIV/AIDS at workplaces. The workers already infected with HIV/AIDS were counseled on how to live positive productive life. A group of positively living workers has been identified. They are now helping as an example to the workers who had fear that once they get infected with HIV/AIDS it means the end of their life. |



Networking Meetings

14	NOTU/LOFTF Trainers Networking meetings	To share the experience among the trainers concerning training activities conducted at various workplaces.	Three networking meetings were LO-FTF conducted. These meeting have helped the trainers further develop their presentation skills since during these meetings; they are supposed to present reports and papers presented to their fellow trainers. The presentations are evaluated by the senior trainers and the project coordinators which have greatly improved on the quality of the trainers.
----	---	--	--

3.2 Research – Knowledge Management

The knowledge management initiative shares lessons, strategies, and case studies among NOTU's partner network and a diverse range of governance reform leaders. In July 2010, NOTU finalized on the baseline study for Social security & protection in the informal sector. It was study to establish the awareness levels and current practices of social security in the informal sector. In early December 2010, another publication on Social protection was finalized. This was done in conjunction **African Researcher labour Network –ARLN**.

In December 2010, NOTU embarked on a baseline study , on the affiliate members, to establish the membership levels , and find solutions for increased membership recruitment and development.

This is the starting phase to the projected publications of at least 5 new case studies , per year in partnership with NOTU- supporting institutions

In 2010, NOTU conducted two major research activities as indicated in the table below.



Research Activity	Purpose of the activity	Results of the activity	Source of the funds
1 NOTU/ITUC Social security survey in the informal sector	<p>To survey the social security arrangements in the informal sector.</p> <p>To see how the formal social security arrangements can cover the informal sector.</p> <p>To see how the existing social security arrangements in the informal sector can be transformed.</p>	<p>The survey report was produces.</p> <p>Feedback meetings were conducted.</p> <p>NOTU policy on the social security of the informal sector workers has been developed with a special focus on women.</p> <p>Training activities have been conducted to sensitize the informal sector workers on the social security protection.</p>	ITUC Africa
2 NOTU/ALRN Survey on the social security protection in Africa	<p>To compile the information on the social security arrangements in Africa.</p> <p>To compare the social security arrangements in Africa.</p> <p>To establish the social security challenges facing the African countries.</p>	<p>The survey report has been submitted to ALRN secretariat.</p> <p>The study has been used to develop a NOTU position on the social security reform in Uganda.</p>	ALRN



3.5 Secretariat and Central Governing Council Meetings

In 2010 NOTU conducted 20 secretariat meetings and 8 Central Governing Council Meetings. The focus of these meetings was;

- Developing the terms and conditions of service for NOTU staff.
- Developing and adopt the module of paying affiliation fee for NOTU affiliates and the formula for determining the numbers of delegates each union to bring in then delegate conferences.
- To meet the coordinator of international center for trade union rights to finalize the process of NOTU affiliates strategic planning exercise.
- Developing a on working policy for trade unions with the informal sector workers in Uganda on social security protection.
- To review the draft employment regulations.
- To review the NOTU organization structure.
- To make an input in the pensions regulatory authority.
- Approving of new technical Staff of NOTU secretariat
- Hosting international delegates to NOTU Offices e.g Brother Robinson Sikazwe LoFTF project adviser for Africa ICTUR project coordinator, etc
- Meetings with the leadership of teachers Union.

From these meetings NOTU managed to come up with the following:-

- Terms and conditions of service for NOTU staff.
- An common position on the formula for paying affiliation fee depending to the size of the union and
How to determine the delegates to attend delegate conferences was developed
- Recruited the new directors for education and training and research, and the director women and youth.
- A new 5 year project with LO/FTF has been approved
- Discussion with the teachers is still ongoing.
- The issue of the nurses union and Uganda government and allied workers union was resolved by the Labour Commissioners.

3.6. Workers Representation

NOTU has retained its membership at the National Planning Authority and trade unions have benefited from several national planned workshops including African Peer Review Mechanisms- APRM, and PRSPS. NOTU is still representing the workers on the National Social security Fund NSSF Board, National Immigration Board, East Africa common market negotiations, in the industrial court and in parliament. The organs that have a top hand in matters concerning the development planning for the workers in Uganda.

NOTU has maintained its stand in persuading the government to put the minimum wage Policy in place, Employment Policy and Institutionalize the Industrial Court in which we has achieved in getting the Industrial Court in place.

3.7. Media Recording Studio

NOTU acquired Studio (audio) recording equipments from Workers World Media Production (WWMP), based Cape Town in South Africa. This is part of the Africa Labour Radio projects, which is within 11 countries in Africa. The team from South Africa was led by Bro Mathias John Jasen¹⁰ trade union members, majorly from the media union, were also trained to appreciate, and manage the system. The project is intended to facilitate trade unions members to be able to record audio messages, and exchange of materials/being sent to Cape Town which shall be later transmitted around the world. The project shall create a demand for increased communication within workers, and thus trade unions members are being asked to make use of the facilities available. NOTU shall work with Uganda Broadcasting Cooperation to localize the project

3.8 QDCs for NOTU affiliated Unions

As a requirement of the labour unions Act 11 NOTU affiliated Unions have conducted their QDCs in 2010. These are Uganda Railways Union, National Union of Plantation and agricultural workers, Uganda Horticultural and Allied Workers Union, Uganda Media Union, Uganda Government and Allied Workers Union, Uganda Fisheries and Allied Workers Union, Uganda Hospitality Laser Allied Workers Union, National Union of Educational Institutions, Uganda Public Employees Union, and Uganda Mines, Metal, Gas and Allied Workers Union. We look forward to other unions to conducting the same process as they fall due.

3.9 Annual Celebrations for NOTU & the Affiliated Unions

■ Women's Day Cerebrations -8th March.

National Organization of Trade Unions joined the rest of the world to cerebrate Labour Day on 1st May 2010. It was organized in Kasese District with a full support of Government through its Ministry of Gender Labour and Social Development. A delegation of over 16 trade union members graced the occasion

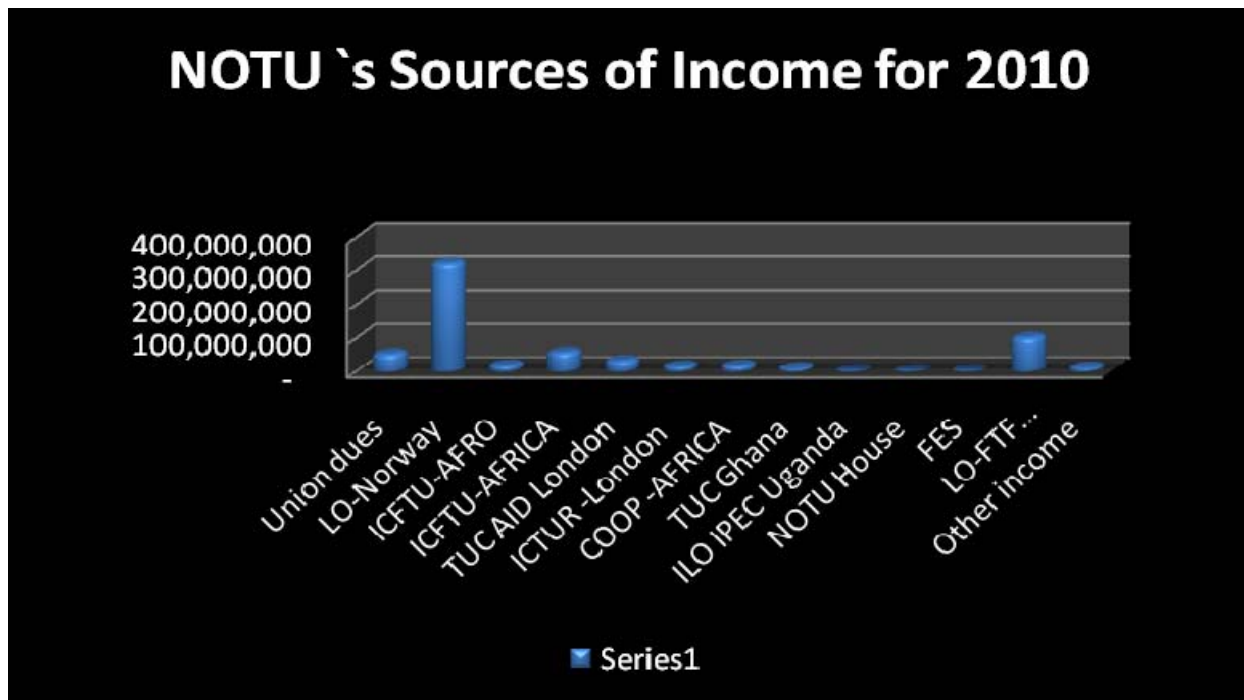
■ Labour Day Cerebrations 1st May

National Organization of Trade Unions joined the rest of the world to cerebrate Labour Day on 1st May 2010. It was organized in Bushenyi District with a full support of Government through its Ministry of Gender Labour and Social Development. A delegation of over 30trade union members graced the occasion

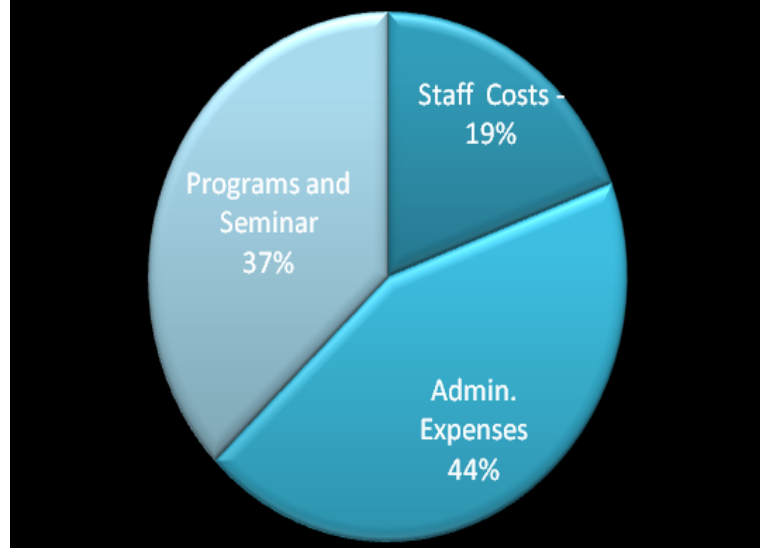
4. Finanail Summary for 2010

FUNDING SOURCES

NOTU received funds from the Development & social partners to develop, implement, and evaluate programs in partnership with affiliate members and civil society organizations. NOTU provides management assistance, practical experience, and financial support to its affiliate members basing on program activities, with the objective to strengthen their expertise while accomplishing key development goals. NOTU is very gratefully and acknowledges support from all its supporting institutions



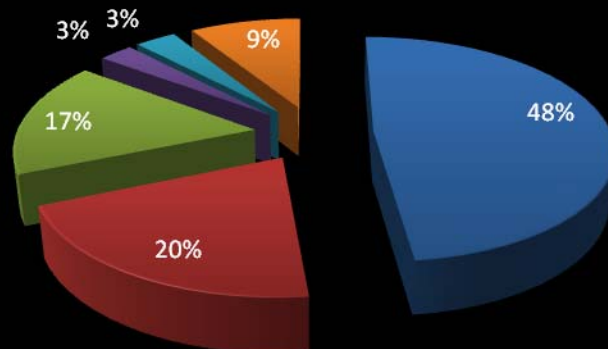
NOTU's Expenditure for 2010

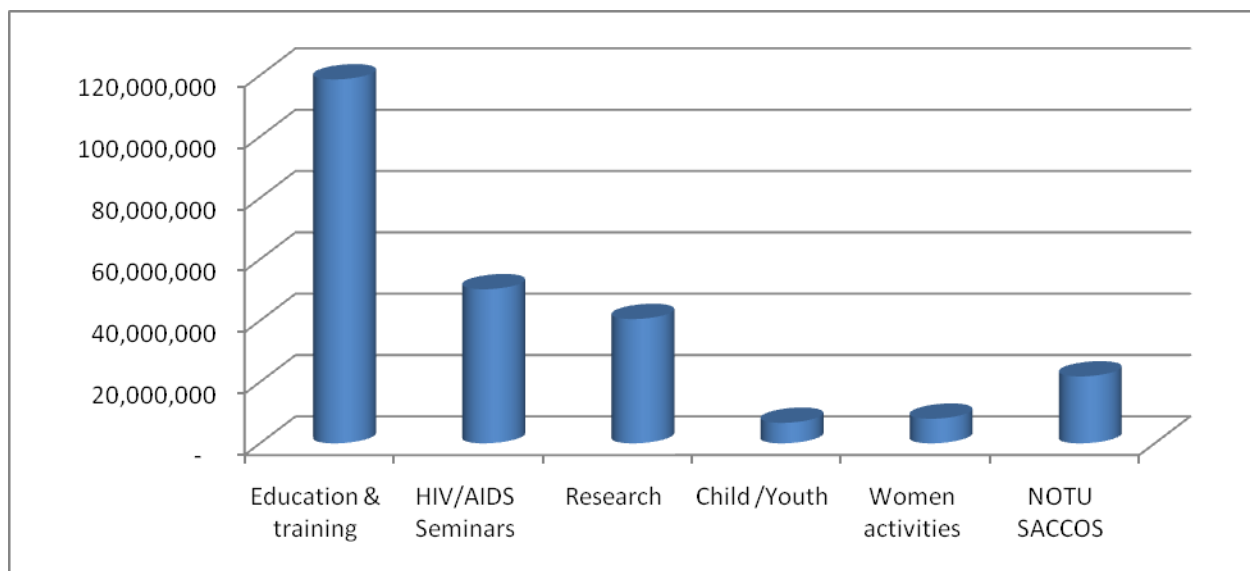


NOTU's grants from partners are used for advance policy advocacy, services, educational programs, and other trade union goals.

NOTU's PROGRAM AREAS OF FOCUS 2010

Education & training HIV/AIDS Seminars Research
Child /Youth Women activities NOTU SACCOS





Data source ; Audited books of Accounts for the Financial year 2010, by Enerst & Young-Uganda

Thank you

National organization of Trade unions is gradually growing strong. This has been as a result of the continuous support from our development partners. Our partners have been there for us both in moral and financial support. The support from Lo-Norway has greatly contributed to NOTU development and strength. This has been in addition to other partners such as the LOFTF, FES, TUC London, ITUC Africa to mention but a few. NOTU strongly call upon the LO-Norway to continue with its support. Given the fact that 11 out of the 20 NOTU affiliates have conducted their election, new leaders have been put into union management. This makes us to expect a tremendous improvement in the union membership. The new trade union leaders look to be young and ambitious which has made NOTU to believe that in the year 2011 which shall see a great change in the Union membership.

NOTU is also pursuing the issue of the teachers union, the results have become promising and we expect by the end of the second quarter 2011, we shall have achieved in bringing back the teachers as NOTU affiliate.

Appendix 1 International Travels by NOTU Delegations in 2010

	Purpose of the workshop/travel	NOTU representatives
1	Planning meeting for EATUC Summit 18 th 20 th January 2010 Arushia Tanzania	Baligasima Yazidi (program Assistant) Peter Christopher Werikhe (Secretary General)
2	Pre-congress workshop to the second world congress of the ITUC Africa in Lome Togo 21 st – 22 nd January 2010	Oloka Mesilamu (Deputy Secretary General)
3	Africa labour research network (ALRN) workshop on social security schemes in Africa South Africa Johannesburg 1 st -3 rd	Baligasima Yazidi (Program Assistant)
4	The global finance crisis conference between in Egypt and China 22 nd February – 1 st March 2010	Owere Usher Wilson (Chairman General)
5	EATUC/LOFTF workshop on the harmonization of employment policies 2 nd -3 rd March 2010 at Snow Crest Hotel Arushia Tanzania	Musa Okello (General Secretary National Union of Educational Institutions) Marry Immaculate Mayende (Deputy Treasurer General)
6	The 33 rd session of the OATU General Council 10 th – 15 th may 2010 in Algeria	Kim Atwoki Agnes Chairperson NOTU Women Committee
7	EABC Regional workshop on HIV/ AIDS and Occupational Health and Safety in chemical manufacturing and hotel industry, 21 st – 23 rd June 2010 in Arushia Tanzania	Kaggwa Stanley (Vice Chairman General)
8	99 th Session of the international labour Conference 2 nd -18 th June 2010	Peter Christopher Werikhe (Secretary General) Owere Usher Wilson (Chairman General)
9	Interregional Trade Union training on social security 12 th – 23 rd July 2010 Italy Turin	Baligasima Yazidi (Program Assistant)
10	High level meeting of the presidents of Nile Basin Trade Union Federation 12 th – 16 th July 2010 Egypt	Owere Usher Wilson (Chairman General)
11	Workshop on social security protection 2 nd – 6 th August 2010 in Zimbabwe	Nabulya Kantende Sarah (Treasurer General)

12	HRLAC Tripartite workshop on Occupational Safety and Health and HIV/AIDS 26 th 30 th April 2010 Harare Zimbabwe	Kaggwa Stanley (Vice chairman General)
13	International AIDS Conference (AIDS 2010) in Vienna, Austria 16 th – 23 rd July 2010	Kaggwa Stanley (Vice Chairman General)
14	ITUC-Africa ILO Norway HIV/AIDS project Steering committee meeting in Nairobi Between 12 th -14 th April 2010	Kaggwa Stanley (Vice Chairman General)
15	Capacity building workshop for researchers of ITUC-Africa Affiliates in the field of economic and social policy 12 th -15 th April 2010 Nairobi.	Baligasima Yazidi (Program Assistant)
16	ITUC Conference on Trade Union and the environment 6 th – 9 th April 2010	Musa Okello (General Secretary National Union of Educational Institutions.)
17	ITUC-Africa Lo-Norway HIV/AIDS Workshop 6 th – 9 th September 2010 Nairobi	Oloka Meslume (Deputy Secretary General) Kaggwa Stanley (Vice Chairman General)
18	Workshop for the regional working group on EAC Decent work program Dar-es-salaam Tanzania 30 th August – 1 st September 2010	Kaggwa Stanley

Appendix 2 Statistics on NOTU Affiliates by End of in 2010

No	UNION	Male	Female	Total	Potential	CBAS
1	Amalgamated transport and general workers union	2,757	436	3,193	3,000	9
2	Uganda Beverages, Tobacco and allied workers union	2,800	700	3,500	700	8
3	Uganda Building ,construction ,civil engineering ,cement and allied workers union	4,602	445	5,047	19,5000	17
4	National Union of clerical ,commercial ,professional and technical employees	792	630	1,422	10,000	9
5	National union of cooperative movement workers	2,363	1,182	3,545	40,000	17
6	National union of educational institutions	3,444	1,476	4,920	10,000	1
7	Uganda electricity and allied workers union	541	110	651	1,500	14
8	Uganda Government and allied workers union	334	184	518	350,000	1
9	Uganda Nurses and mid-wives Union	34	170	204	2,500	1
10	Uganda mines ,metal and allied workers union	1,520	80	1,600	20,000	5
11	National union of plantation and agricultural workers	60,350	10,650	71,000	300,000	12
12	Uganda communication employees union	287	113	400	2,000	1



13	Uganda Hospital ,Leisure allied workers union	113	87	200	190,000	1
14	Uganda public employees union	3667	1,833	5,500	25,000	7
15	Uganda railways workers union	502	29	531	700	1
16	Uganda Horticultural and allied workers unions	2,166	4,398	6,564	3,000	21
17	Uganda Media Union	752	2,256	3,008	10,000	-
18	Uganda Fisheries and allied workers union	1,006	672	1,678	7,000	1
19	Uganda National Teachers' union			78,062		1
20	National Union Theatrical Entertainment ,Art ,Culture, Craft manufacturers' allied workers	208	622	830	1,000,000	6
Total		88,238	26,073	192,373	2,170,400	

Appendix 3 PLANNED ACTIVITIES FOR THE YEAR 2011



PRIORITY AREA	ACTIVITIES	GOALS AND OBJECTIVES
1. RECRUITMENT AND ORGANISING	<ul style="list-style-type: none"> i. Organizing and recruitment for affiliates ii. Launching of a recruitment drive for all Affiliates. iii. Train trade union organizers iv. Develop a guide to organizing in a liberalized economy. 	<ul style="list-style-type: none"> i. Increase trade union membership ii. Increase women membership in trade unions iii. Ensure that all unions are involved in organizing and recruitment. iv. Ensure proper utilization and accountability of all funds set aside for organizing.
2. RECOGNITION OF TRADE UNIONS	<ul style="list-style-type: none"> v. Lobbying for recognition of trade unions through joint workshops with the Federation of Uganda Employers. vi. Pressuring Government and Employers to enforce labour laws. vii. Workshop for leaders of NOTU and members of parliament on lobbying and advocacy 	<ul style="list-style-type: none"> v. -Secure recognition of 70% of operational companies
3. FUNDS/RESOURCES MOBILISATION	<ul style="list-style-type: none"> viii. Make operational the check-off system whereby two checks are written one for NOTU and the other for the affiliate. ix. Fundraising for NOTU House x. Joint Partnership projects 	<ul style="list-style-type: none"> vi. -Self reliance of the national centre
4. HIV/AIDS	<ul style="list-style-type: none"> xi. Conduct workplace programmes on HIV/AIDS xii. Print small booklets on HIV/AIDS. xiii. Participation of workers in the international HIV/AIDS day celebration xiv. Condom distribution. xv. HIV& AIDS Work Place policy for affiliated Unions. 	<ul style="list-style-type: none"> vii. To have a membership fully sensitized and protected viii. To sensitize trade union leaders on HIV/AIDS to appreciate and support workplace programs by shopstowards

5. TRADE UNION MANAGEMENT	xvi.	Including HIV& AIDS , in CBA`s		
	xvii.	HCT services for workers		
	xviii.	Workshop for trade union leaders	ix.	To have in place fully fledged union offices
	xix.	Two policy workshops for trade union leaders.	x.	To ensure efficiency and good service delivery by all affiliates
6. WOMEN PARTICIPATION IN TRADE UNIONS	xx.	Ensure that all affiliates have established offices	xi.	To promote trade union unity.
	xxi.	Rank and file training for women	xii.	Build a cadre of women at rank and file level
	xxii.	Policy workshop for women leaders	xiii.	Ensure that women understand the socio-economic environment
	xxiii.	Participation in international women day Celebration	xiv.	Regular planning of women activities
7. YOUTH ACTIVITIES	xxiv.	NOTU women committee meetings	xv.	Give women opportunity to interact with other women organizations
			xvi.	Help in strengthening women committee in union.
	xxv.	Workshops for young workers	xvii.	Encourage the participation of youth in trade union.
	a.	Youth manifesto to be completed.	xviii.	Build a cadre of youth leaders to take up leadership
8. EDUCATION AND TRAINING	b.	To trade the youth in entrepreneurial skills	xix.	Build youth structures in affiliated unions
	c.	Leadership skill development for the youth.	xx.	Regular planning of youth activities
	xxvi.	NOTU youth committee meetings		
	xxvii.	Participation in National Youth Celebration ,Sports gala		
	xviii.	Sensitizing workers on new labour laws	xxi.	Having well informed and knowledgeable membership on new labour laws
	xxix.	Workshops for Negotiators/ Collective Bargaining	xxii.	Continue training of educators
	xxx.	Policy workshops for trade union leaders on PRSP or national development program on conducting study circle training in unions	xxiii.	Training Negotiators on new negotiation techniques
	xxxi.	Workshops for trade union educators		
9. PUBLICITY	xxii.	Policy workshop for trade union leaders on Conflict Resolution		
	xxiii.	Editing and Printing NOTU SPEAKS Newsletter	xxiv.	Inform the public of the work of trade unions
			xxv.	Publish booklets on NOTU Policies



10. MEETINGS	xxiv.	Radio programs on workers' rights		
	xxv.	Trade Union of the Year Award		
	xxvi.	Printing booklets on all NOTU Policies		
	xvii.	Secretariat Meetings (8)	xxvi.	Ensure adherence to the NOTU Constitution
	xxviii.	FAGPC Meetings (6)	xvii.	Encourage information flow in the Labour Movement
	xxix.	CGC Meetings (3)	xxviii.	Encourage proper functioning of all NOTU Organs
	xl.	ADC meetings (1)	xxix.	Encourage participation of women and youth in all trade union activities
	xli.	Women Committee meetings (3)	xxx.	Proper planning of all education and research activities
11. RESEARCH	xlii.	Youth Committee meetings (3)		
	xliii.	Education and research meetings (3)		
	xliv.	Update trade union membership	xxxi.	Keep update on trade union growth and history
	xlv.	Analyze the Annual Budget and its impact to Workers	xxii.	Keep update on trade union situation
	xlvi.	Economic Policy workshop for researchers	xxiii.	Train and educate trade union researchers on policy analysis
	xlvii.	Updating trade union history		
	xlviii.	Study on trade union situation and revise CBAs.		
	xlix.	Analyze new bills for legislation		
12. CHILD LABOUR	1.	Trade union services and benefits.		
	li.	Generating Policy briefs		
	lii.	NOTU to identify its work aimed at eliminating Child Labour	xxiv.	Training and sensitization workshops on child labour
	liii.	Participation in the national day against child labour		
13. EAC	liv.	Top trade union leaders workshop on the EAC Protocol	xxv.	To make the top trade union leaders fully aware about the EAC
	lv.	Top trade union leader workshop on the on the		

	EAC social Charter	
	lvi. Breakfast meetings on the way forward for Trade Union involvement in the EAC	
	lvii. Material development workshop.	
	lviii. Developing simplified materials on the EAC Protocol. (Luganda and Swahili)	
14. EMPLOYMENT POLICY	lix. Leaders workshop on the employment policy	xxvi. To disseminate the employment policy to the workers.
	lx. Material development workshop.	
	lxi. Develop a simplified version of the employment policy (English, Luganda, Swahili)	
15. SOCIAL SECURITY	lxii. Dissemination workshop of the finding of the Social Security Study in the informal sector.	xxvii. To ensure social security protection for all
	lxiii. Breakfast meeting on the pension's regulatory Authority Bill.	
	lxiv. Meeting with the directors on the Social Security fund to discuss the extension of the coverage of the social security.	
	lxv. Meeting with NSSF management to discuss the benefits and increase of the contribution to the NSSF	
	lxvi. Develop a position paper on the health insurance.	
	xvii. Stake holders meeting on the national health insurance	